

ABSTRACT

THE INFLUENCE OF SERVANT LEADERSHIP AND JOB SATISFACTION ON ORGANIZATIONAL COMMITMENT MEDIATED BY JOB LOYALTY (EARLY CHILDHOOD EDUCATION)

(x+ 99 pages, 2 images, 13 tables, 20 appendices)

This study aims to determine the influence of servant leadership on organizational commitment, job loyalty, job satisfaction on organizational commitment, job satisfaction on job loyalty, and organizational commitment to work loyalty. In addition, this study also examines the influence of servant leadership and job satisfaction on organizational commitment through job loyalty. The method used is a descriptive study with hypothesis testing using a causal design, analyzed through a Partial Least Square (PLS). The results showed that there was no significant influence between servant leadership and organizational commitment. However, there is a significant positive influence between servant leadership and work loyalty, where the higher the value of servant leadership, the higher the work loyalty, and vice versa. In addition, there is a significant positive influence between job satisfaction and organizational commitment, where the higher the job satisfaction score, the higher the organizational commitment, and vice versa. Significant positive influences were also found between job satisfaction and job loyalty, as well as between job loyalty and organizational commitment. Job satisfaction and servant leadership have a significant positive influence on organizational commitment through job loyalty, where job loyalty can be an intervening variable between job satisfaction and organizational commitment, as well as between servant leadership and organizational commitment.

Keywords: *servant leadership*, job satisfaction, commitment, loyalty.

Reference: 89 (2013 – 2023)

ABSTRAK

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PENGARUH *SERVANT LEADERSHIP* DAN KEPUASAN KERJA TERHADAP KOMITMEN ORGANISASI YANG DIMEDIASI OLEH LOYALITAS KERJA DI SEKOLAH PENDIDIKAN ANAK USIA DINI (PAUD)

(x+ 99 halaman, 2 gambar, 13 tabel, 20 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh *servant leadership* terhadap komitmen organisasi, loyalitas kerja, kepuasan kerja terhadap komitmen organisasi, kepuasan kerja terhadap loyalitas kerja, serta komitmen organisasi terhadap loyalitas kerja. Selain itu, penelitian ini juga mengkaji pengaruh *servant leadership* dan kepuasan kerja terhadap komitmen organisasi melalui loyalitas kerja. Metode yang digunakan adalah studi deskriptif dengan pengujian hipotesis menggunakan desain kausal, dianalisis melalui Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa tidak ada pengaruh signifikan antara *servant leadership* dan komitmen organisasi. Namun, terdapat pengaruh positif signifikan antara *servant leadership* dan loyalitas kerja, di mana semakin tinggi nilai *servant leadership*, semakin tinggi pula loyalitas kerja, dan sebaliknya. Selain itu, terdapat pengaruh positif signifikan antara kepuasan kerja dan komitmen organisasi, di mana semakin tinggi nilai kepuasan kerja, semakin tinggi pula komitmen organisasi, dan sebaliknya. Pengaruh positif signifikan juga ditemukan antara kepuasan kerja dan loyalitas kerja, serta antara loyalitas kerja dan komitmen organisasi. Kepuasan kerja dan *servant leadership* memiliki pengaruh positif signifikan terhadap komitmen organisasi melalui loyalitas kerja, di mana loyalitas kerja mampu menjadi variabel intervening antara kepuasan kerja dan komitmen organisasi, serta antara *servant leadership* dan komitmen organisasi.

Kata Kunci: *Servant leadership*, Kepuasan Kerja, Komitmen, Loyalitas.

Referensi: 89 (2013 – 2023)